



Senate Finance & Appropriations: Public Safety Subcommittee

Colonel Gary T. Settle
Virginia State Police Superintendent
January 18, 2023

Agenda

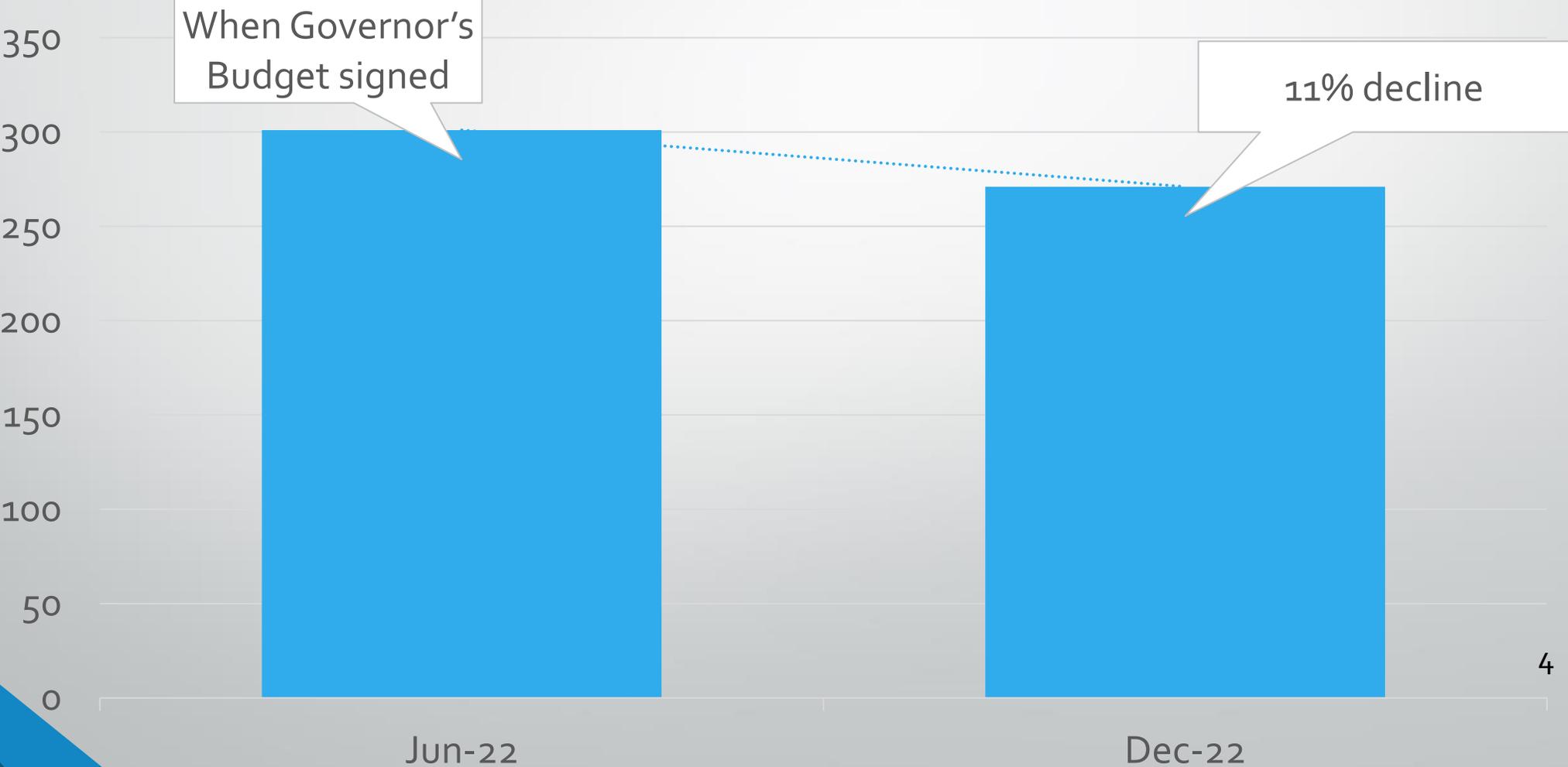
- Sworn Recruiting and Retention
- Budget Highlights
- VITA Transformation



Sworn Recruiting and Retention

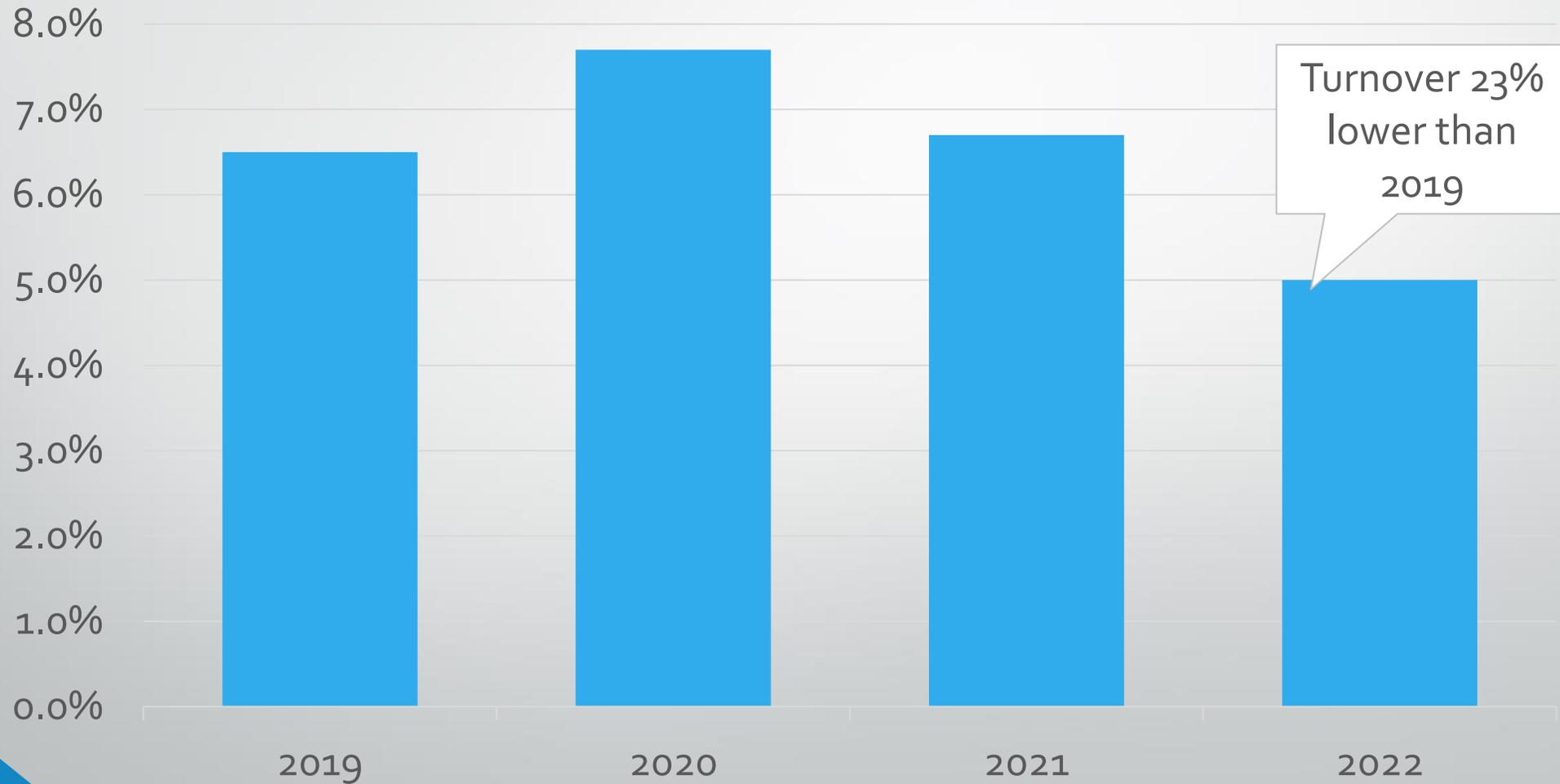
Sworn Recruiting

Number of Sworn Vacancies



Sworn Retention

Sworn Turnover 2019-22





Governor's Proposed Budget

Governor's Proposed Budget *Staffing Augmentation Overview*

- VSP's workforce has not grown to meet the demand from new threats and a larger population.
- VSP's staffing is extremely lean. All positions are actively recruited for hiring.
- We estimate we need 244 additional positions. The Governor's budget provides funding for the first 72.

Governor's Proposed Budget *Staffing Augmentation Overview*

- Human Trafficking Unit (8 sworn, 2 analysts, and 1 Victim Services Coordinator)
- Criminal Intelligence (6 Fusion Center analysts, 2 field analysts, and 4 BTAM analysts)
- Gaming enforcement (9 positions – already funded but FTEs were not in budget)
- Drug enforcement (5 sworn)
- High Tech Crimes (1 sworn)
- Executive Protection Unit (4 sworn)
- Firearms and Sex Offender Investigative Unit (6 sworn)
- Express lanes expansion (14 sworn – privately funded but requires FTEs)
- Organized retail crime enforcement (5 sworn to support AG's proposed program)
- Aviation Division (4 civilian pilots and 1 civilian safety officer)

Governor's Proposed Budget

Human Trafficking Unit

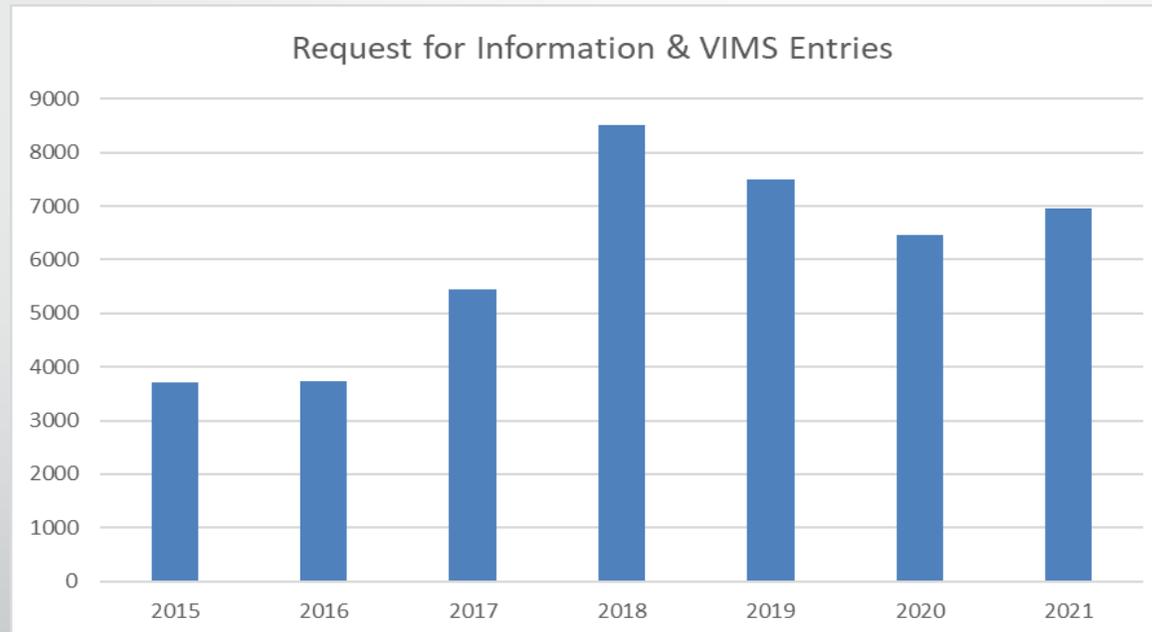
Request: 8 sworn, 2 analyst, and 1 victim services coordinator position.

- US Department of Justice, Bureau of Justice Statistics reports a 62% increase in trafficking since 2011 – incidents in Virginia align with these national trends
- Since VSP's Human Trafficking Unit's inception in July 2022, 20 investigations begun
- A tip line is being established for Virginia-specific tips
- VSP will continue training law enforcement partners on tactics and techniques to identify and investigate human trafficking, from a law enforcement perspective
- The Victim Services Coordinator will bridge the gap between law enforcement and victims, to ensure they receive the necessary services



Governor's Proposed Budget *Fusion Center and Field Analysts*

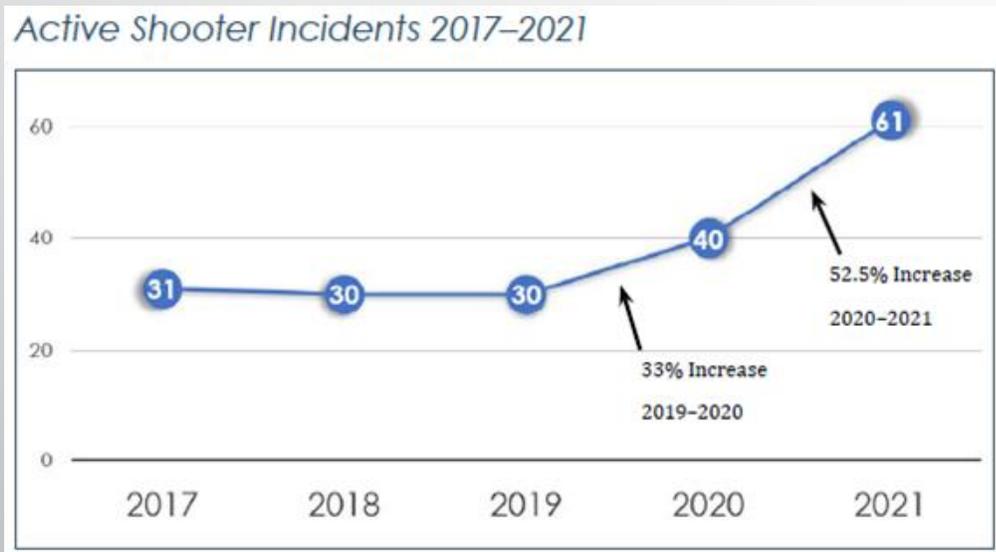
Request: 6 Fusion Center and 2 field analyst positions.



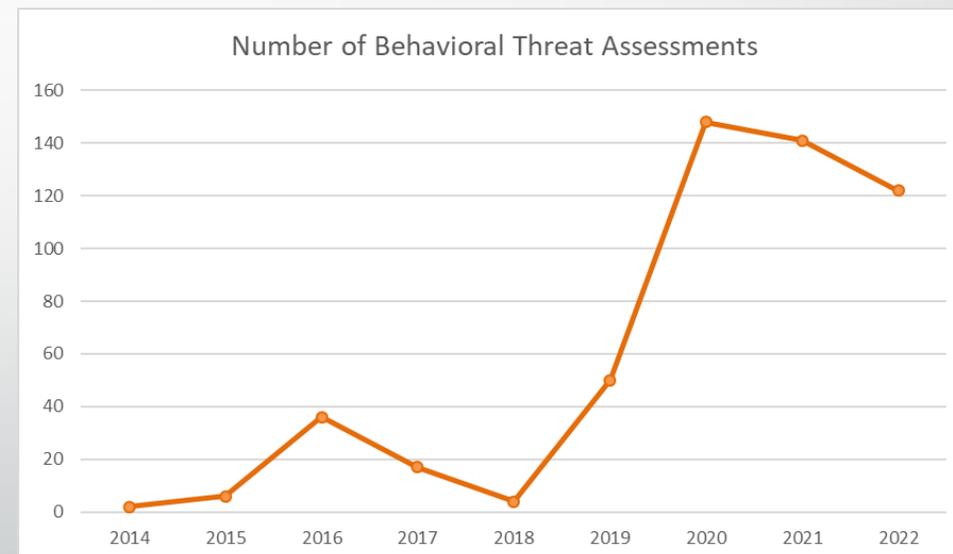
- Demand for analytical support and intelligence increased dramatically from 2015-2018. While down slightly, still 67% higher than eight years ago.

Governor's Proposed Budget *Behavioral Threat Analysts*

Request: 4 analyst positions.



Active Shooter Incidents are continuing to increase (Source: FBI)



Behavioral health assessments have increased dramatically since 2018 ¹¹

Governor's Proposed Budget

Gaming Enforcement

Request: Allocate the 9 FTEs that were funded, but not included, in the FY23 Budget

- Since assigning the Gaming Enforcement Coordinator in October 2022, he has developed and fostered relationships with governmental (VDACS, VA Lottery, etc.) and private partners involved in gaming throughout the Commonwealth and US.
- By the end of January 2023, there will be two casinos open (Bristol and Portsmouth). By the end of 2024, there will two more casinos open (Danville and Norfolk)
- Presently an injunction filed in Greensville Circuit Court prevents the ban on skilled games. Legislative or judicial action is likely to resolve this by July 2023.



VIRGINIA STATE POLICE GAMING TIP-LINE

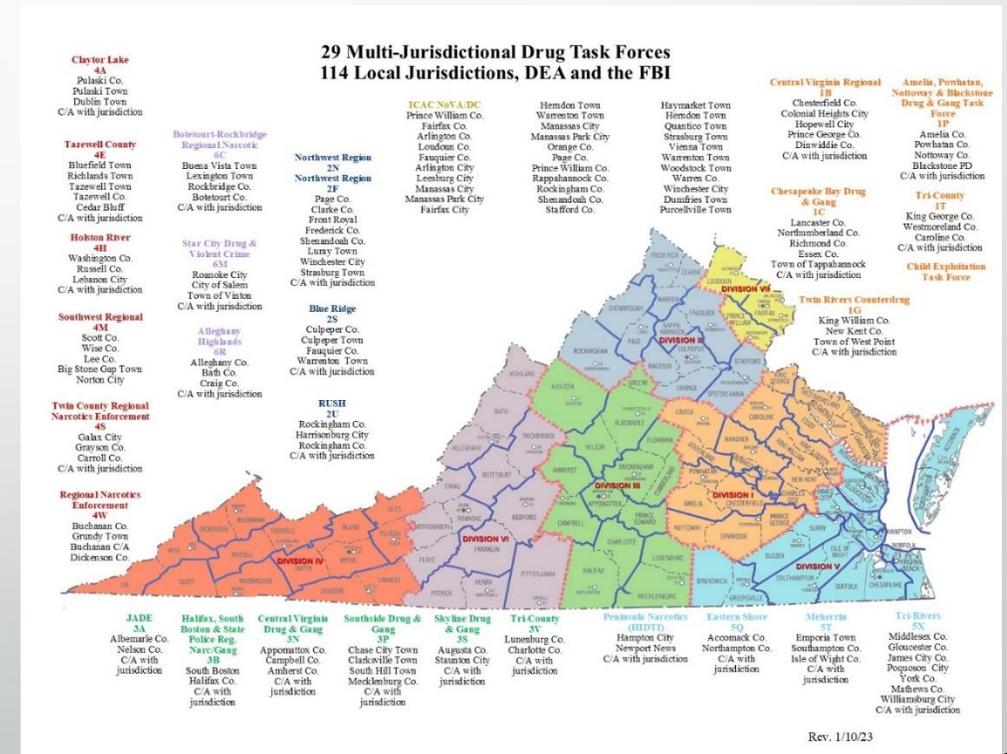
To report concerns about gaming activity call 1-833-889-2300 or email illegalgaming@vsp.virginia.gov



Governor's Proposed Budget BCI Drug Enforcement Section

Request: 5 sworn positions

- VSP oversees and coordinates twenty-eight drug, gang, and violent crime task forces
- The trafficking of fentanyl into the Commonwealth is ever-increasing, resulting in overdoses, and significant seizures.
- VSP Special Agents working drug enforcement have a case volume at 157% of their capacity, resulting in longer case resolution.

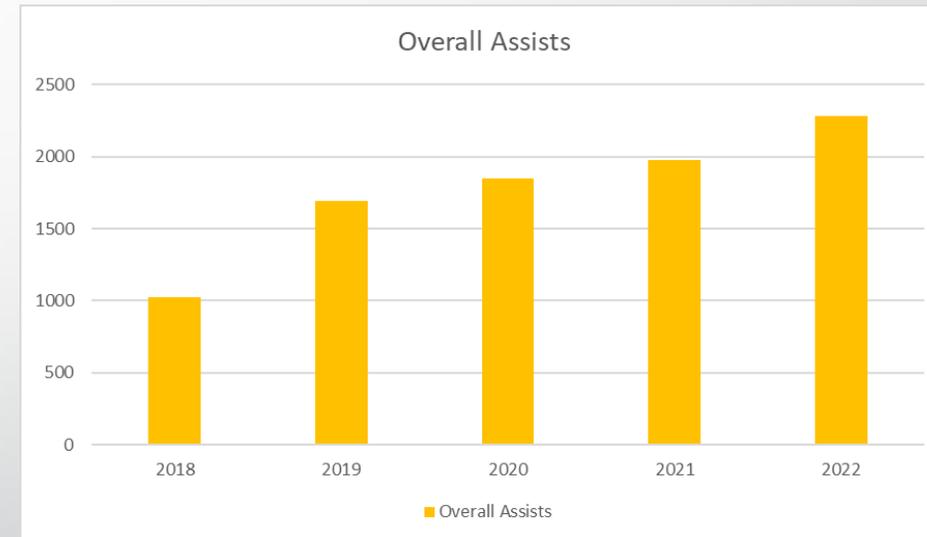


Governor's Proposed Budget

High Tech Crimes Division

Request: 1 sworn position

- In 2021 VSP created the Unmanned Aerial Systems Program
 - Some deployment missions:
 - Accident scenes
 - Crime scenes
 - Hostage-Barricade incidents
 - Mass violent events
 - Search and rescue operations
- Assignment of a special agent to manage the program has taxed the surveillance unit, drawing them away from the other technical assistance this unit provides to federal, state, and local investigations.



Governor's Proposed Budget

Executive Protection Unit

Request: 4 Sworn Positions

- Staffing levels have remained the same for over a decade, while risks and threats have only increased.
- EPU troopers must work an average of 350 overtime hours/year. They also sacrifice training to meet minimum coverage levels.
- Cannot provide 24-hour coverage at the mansion.

Governor's Proposed Budget

Firearms and Sex Offender Investigations

- **Request: 2 FSOIU firearms troopers** in the Roanoke Valley and the Tidewater region.
 - The recommended caseload for full-time firearms troopers assigned to the FSOIU is **80 cases/yr.**
 - Currently, FSOIU troopers in the Roanoke Valley average **132 cases/yr.** In Tidewater, troopers work an average of **143 cases/yr.**
- **Request: 2 FSOIU firearms troopers** in the Amherst - Pittsylvania region.
 - The current estimate is that this region will account for **146** new investigations during 2023.
- **Request: 2 FSOIU sex offender troopers** are needed to conduct sex offender investigations—1 for Roanoke and the other for Prince George, Petersburg, Colonial Heights, and Hopewell.
 - The FSOIU trooper assigned to the Petersburg area manages **295** sex offenders. The FSOIU trooper in Roanoke City manages **318** sex offenders. The recommended ratio is 120:1

Governor's Proposed Budget

Express Lane Expansion

Request: 14 additional full-time unfunded positions

- Contractual Obligation (salary and benefits for these positions are paid by our contracting partners)
 - 9 for I-66 Express Mobility Partners (7 troopers, 1 sergeant, and 1 OSA)
 - 5 troopers for the Transurban I-95 Express Lanes Fredericksburg Extension (expected to open to traffic in 2023)



Governor's Proposed Budget

Aviation Division

Request: 1 Aviation Safety Officer

- November 24, 2014 – NTSB made several safety recommendations based on a helicopter crash by Alaska Department of Public Safety.
 - One of the recommendations was to implement Safety Management System (SMS) and a Crew Resource Management (CRM) programs.
- Attempts to satisfy this recommendation with current staffing has been inadequate. Must have a dedicated Training-Safety Officer to manage these requirements.
 - Currently, there is only one Aviation Lieutenant with responsibility for flight operations as well as training and safety.

Governor's Proposed Budget

Aviation Division

Request: 4 Pilot Positions

- March 6, 2022 – Med-Flight 2 helicopter crashes during landing in Abingdon.
- July 6, 2022 - NTSB preliminary investigation finds pilot fatigue as causative factor.
 - NTSB recommends stricter limits on pilot hours.
- July 22, 2022 – VSP implements 12 hour shifts for pilots to reduce fatigue.
 - This forces reduction of Med-Flight operational hours from 24 to 16 due to pilot availability.
- Med-Flight 1 - Currently operating 16 hours per day.
 - Needs 2 additional pilots to return to 24 hour operations (Pilots to work 12 hour shifts)
- Med-Flight 2 – Currently operating 24 hours per day*
 - Using a wage pilot and overtime pay to keep MF2 operating 24 hours per day. *Med-Flight operations stop when pilots exceed fatigue policy .
 - Need 2 additional pilots to supplant overtime and ensure 24 hour operations (Pilots to work 12 hour shifts)

Governor's Proposed Budget

Aviation Division Helicopters

Request: 1 Bell 412 (Twin engine helicopter)

Purpose: Med-Flight operations in the mountainous region of Southwest Virginia

Approximate cost: \$16,700,000.00

- This helicopter would replace a twin engine Eurocopter EC145, that was involved in a crash and deemed a total loss. VSP received an insurance settlement for \$4,769,500.00.
- VSP would also sell the other EC145 in our fleet once the new Bell 412 was in service. This helicopter is estimated to be worth approximately \$4,000,000.00.



Governor's Proposed Budget *Aviation Division Helicopters*

Request: 1 Bell 407 (Single engine helicopter)

Purpose: Replace a 23 year old helicopter that was shot down in 2010 and has had a recent repair of structural damage

Approximate cost: \$6,500,000.00

- Bell will allow the Department to trade this helicopter in for \$915,000.00. (Cannot be sold due to repair history)
- The Bell 407 is suitable for general law enforcement missions and routine Med-Flight missions in lower elevations and less rugged terrain.



Governor's Proposed Budget

VCIN System Replacement

- The Virginia Criminal Information Network (VCIN) provides criminal justice messaging services for approximately **732** state and local criminal justice agencies, and interfaces with federal and other state criminal justice systems. In 2021, VCIN processed **585,684,971** transactions.
- Existing VCIN hardware and software have exceeded their end-of-life. These servers were purchased and installed in October 2013.
- Governor's Budget includes \$2.366M for to replace this system with a modern, cloud-based solution.

Governor's Proposed Budget *Sworn Compensation*

- In October 2021, the Joint Compensation Workgroup (JLARC, DHRM, and VSP) recommended a pay plan to increase starting trooper salaries and address sworn pay compression.
- As seen earlier in this presentation, this is helping reduce our vacancy rate.

Governor's Proposed Budget

Sworn Compensation

- Part of the Workgroup's recommendation was to fund an annual 1.4% step up to 30 years of service. This is essential for...
 - Eliminating the new pay compression that resulted from the way the budget required us to implement the statewide raise (affecting 516 employees).
 - Preserving the Commonwealth's substantial investment by keeping compression from returning.
 - Fostering retention by compensating tenured employees for the value their additional experience brings to the agency.

Governor's Proposed Budget *Capital Projects*

- Language change for two previously approved Capital Projects
 - Typographical correction to the title for the new Lexington Area Office (Corrected from Area 6 to Area 39) Item C76 A
 - Change in scope of the planned new Division 6 Headquarters located in Salem. The project has been relocated from the existing facility location to a vacant parcel presently belong to VDOT Item C73.50 D

VITA Transformation

- Transformation of the VSP IT environment to VITA provided COV services began in 2020. This project will modernize VSP's IT environment while providing uniformity with other state agencies. Additional benefits will be realized by adding disaster recovery services to VSP's critical systems.
- The project is broken into two phases:
 - Phase 1, which is scheduled to be complete in June of 2023 includes transformation of VSP network services, directory services, and end user services.
 - Phase 2, which is scheduled to begin in July of 2023 includes relocation VSP HQ Data Center server and storage infrastructure into VITA environment, and the establishment of disaster recovery services.
- Total cost for FY2024 transformation activities is **\$16,823,400.00**. Total cost for FY25 Activities is **\$24,439,250.00**.



Thank You!